



## BIOMEDICAL SCIENTIST (BMS)

### INFORMATION FOR CANDIDATES

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



## JOB DESCRIPTION

Job Title	Biomedical Scientist (BMS)
Band	5
Directorate	Clinical Support Services
Accountable to	Head BMS through Senior BMS(s) and Deputy Head BMS(s)
DBS Required?	Yes

## JOB OVERVIEW

Assist in the provision of a diagnostic service. Perform competently a range of laboratory techniques and procedures in one or more section(s) of the Blood Science Department either singly, or as part of a team, that equate to the training and level of responsibility of a Health and Care Professions Council (HCPC) registered BMS. Supervise support workers, students and other untrained or unqualified staff in the performance of tests according to standard operating procedures. Work flexibly, as part of a team to support the delivery of a 24 hour per day, 7 days per week service. Commence a period of specialism training, culminating in the award of an IBMS Specialist Diploma

## Scope and range:

- As a registered BMS your work is governed by the level of training you receive. Once trained and competency assessed, you will be expected to work independently in any section of the Department.
- You are expected to follow defined, written procedures and protocols (S.O.P.s).
- To validate and authorise analytical results in accordance with S.O.P.s
- You are expected to supervise, instruct or train staff to a level defined by your grade.
- You are expected to organise and plan your own work and that of staff under your supervision.
- You are expected to liaise professionally with other staff in Pathology and handle enquiries from external users of the service appropriately; you may be required to provide or receive complex information or provide advice, an explanation of results or instructions.
- You are expected to undergo post-registration training (specifically an IBMS Specialist Diploma) in order to become eligible for a Specialist BMS role.
- You may be required to work at any of the department's three laboratory sites.
- You will rotate through all sections of the department.

## Main duties and responsibilities of the post-holder:

You are responsible for accurate and timely analysis and reporting of a wide range of tests, both routinely and out of hours. Specifically you will:

- Perform an increasing range of laboratory tests, many of which are of a complex nature.
- Validate and authorise analytical results in accordance with S.O.P.s.
- Perform and monitor internal quality controls and take appropriate action if these are outside acceptable limits.
- Be expected to assist the section lead in the supervision and training of entry level Biomedical Scientists, Assistant Practitioners and Medical Laboratory Assistants.
- You are expected to plan and organise your own area of work, and that of support workers, following defined, written procedures, either singly or as part of a team.
- You will often work independently, including during the core day.
- Maintain accurate records of the work for which you are responsible.
- Constructively comment on and propose changes to SOPs and other laboratory documents as appropriate.
- Be committed to on-going professional development and changes to the service, maintaining an up to date working knowledge of your profession. You must retain on-going registration with the HCPC, and maintain a comprehensive CPD log to that effect.
- Assist in the achievement and maintenance of standards required by United Kingdom Accreditation Service (UKAS), Medicines and Healthcare Products Regulatory Agency (MHRA) and other accreditation schemes.
- You will acquire a good basic understanding of the principles of a Quality Management System.
- Represent Pathology professionally when attending meetings.
- Attend Team Briefings, Staff Appraisals, Statutory Training and other mandatory commitments defined by the Trust.
- Contribute to the general house-keeping and maintenance of the laboratory.

## Additional responsibilities:

Following appropriate training and competency assessment including a viva; you will be expected to participate in the out of hours working rotas of the department, as part of an average 37.5 hour working week - including evenings, nights, weekends and Bank/Public holidays, as directed by the Head Biomedical Scientist or deputy.

When participating in the out of hours service you will normally participate in a single site rota but may be required to cover absences in other sites shift rotas.

Whilst working out of hours you will work independently, as part of a team and be responsible for the work required of the department; work patterns may require you to work long periods without being able to take a break.

### **Systems and equipment:**

- You must understand and be able to use competently, the laboratory computer systems for patient test results, and data entry and retrieval, and any piece of equipment specific to your area of work (some of which is highly automated and expensive).
- You are expected to respect, run and maintain the equipment, and understand its principles of operation.
- You are expected to recognise and identify technical anomalies and be able to undertake basic troubleshooting to rectify the problem, according to the training you have received.
- You may be expected to participate in the evaluation and implementation of new equipment
- You understand any quality control procedures that apply to the instruments you use and are able to provide any relevant data in respect of that quality control. This extends to the appropriate recording of test results.
- You will be required to undergo appropriate, specialised training before using certain very sophisticated or highly complex equipment.

### **Decisions, judgements and freedom to act:**

As a registered BMS:

- You will recognise the clinical value of your work, and the need for providing accurate results in a timely way.
- Validate and authorise analytical results in accordance with S.O.P.s.
- You will work independently, following competency assessment of an area of work.
- You are expected to plan and organise your own workload and that of support workers, adhering to written laboratory Standard Operating Procedures.
- You are expected to seek advice as necessary, report to and liaise with the senior BMS responsible for your section of work.
- You are responsible for the quality of work you perform, which includes the maintenance of any instrumentation under your care.

### **Communication and relationships:**

- You will observe confidentiality and disclosure of information at all times, in accordance with Trust policy.
- You may have contact with any user of the service, usually by telephone, and be expected to provide or receive complex or sensitive information about a patients care.
- You will liaise with staff from both within and outside the department as this relates to the area of work to which you are assigned or are considered competent to practice, recognising the constraints of your grade and the extent of your experience.
- You contribute to the supervision, training and mentoring staff as appropriate, including trainees, support workers and students.
- You will work with the senior BMS assigned to your section of work to ensure the operational efficiency of the section remains optimal.

## **Physical, Mental and Emotional demands of the post:**

- There is a frequent requirement for light physical effort.
- Precise manipulation of samples/reagents is a regular requirement.
- Prolonged concentration is an occasional requirement, concentration always being necessary whilst handling and processing patient samples and data. Accuracy of data input and analytical performance is vital at all times.
- Unpredictable and rapidly changing work patterns are common – particularly when working outside core hours.
- When working out of core hours your work patterns may require you to work long periods without being able to take a break.
- You would not normally expect to be exposed to distressing or emotional circumstances as a part of your duties.

## **Working conditions:**

- There is frequent exposure to infectious material.
- There is frequent exposure to uncomfortable working temperatures in the summer months, particularly when operating automated equipment.
- There is occasional exposure to solvents and toxic chemicals.
- There is frequent exposure to a high level of background noise when working in the automated section of the department.





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• BSc(Hons) in Biomedical Sciences (IBMS approved) or equivalent</li> <li>• Registered with the Health and Care Professions Council (HCPC)</li> <li>• Evidence of Continuing Professional Development (CPD)</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of the Institute of Biomedical Science or equivalent professional body.</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Practical experience of Biomedical procedures in a relevant discipline; gained through a minimum 12 month clinical placement in an NHS environment or equivalent.</li> <li>• Theoretical knowledge and practical experience of Biomedical procedures gained through BSc or equivalent.</li> <li>• Working knowledge of Microsoft software.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Pathology IT systems</li> <li>• Knowledge of Quality Management Systems, Quality Assurance and Laboratory accreditation</li> <li>• Sound understanding of Health and Safety.</li> </ul>

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• High degree of manual dexterity to perform intricate tests or procedures.</li> <li>• Good verbal and written skills and ability to communicate effectively with colleagues and patients.</li> <li>• Able to build and maintain good working relationships.</li> <li>• Able to prioritise workload to meet needs of service.</li> <li>• Able to concentrate for prolonged periods of time.</li> <li>• Able to pay meticulous attention to detail and maintain accuracy.</li> <li>• Able to work under pressure and meet deadlines.</li> <li>• Able to work independently and make appropriate decisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Good customer service skills.</li> <li>• Able to adapt and develop new ideas to improve the service</li> </ul>

## GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

# HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

# INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

# INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

## SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

## SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to

take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

[Getting to The Royal Shrewsbury Hospital](#)

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

[Getting to The Princess Royal Hospital](#)